

WPO

**NASSAU BROADCASTING – CENTRAL
WILKES-BARRE EMPLOYEE UNIT**

The purpose of this EEO Public File Report is to comply with Section 73.2080(c) (6) of the FCC's 2002 EEO rule. This report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations:

WWYY, WPLY, WSBG and WVPO

If your organization distributes information about employment opportunities to job seekers or refers job seekers to employers, and would like to receive job vacancy notices for Nassau Broadcasting – Central, please provide Nassau Broadcasting – Central with the name, mailing address, email address, if applicable, telephone number, fax number and contact person and identify the category of categories of vacancies for which you would like information specified above to the following person at Nassau Broadcasting – Central:

Human Resources
Nassau Broadcasting
22 South 6th Street
Stroudsburg, PA 18360
(570) 421-2100

The information in this report covers the time period beginning April 1, 2012 to and including March 31, 2013: The FCC's 2002 EEO Rule requires that this report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the applicable period.
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy.
3. The recruitment source that referred the hiree for each full-time vacancies during the applicable period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
4. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(s) of the FCC rules.

It is the policy of Nassau Broadcasting d/b/a WWYY, WPLY, WSBG and WVPO to provide equal employment opportunity to all qualified individuals without regard to their race, color, religion, national origin, sex, age, disability, sexual orientation or any other characteristic protected by law, in all personnel actions. As required by Section 73.2080 of the Commission's Rules, the stations have participated in several different recruitment activities to ensure broad outreach. A list and brief description of the initiatives undertaken is described in Section 3.

WWYY, WPLY, WSBG and WVPO

**EEO PUBLIC FILE REPORT
APRIL 1, 2012 TO MARCH 31, 2013**

I. VACANCY LIST

| Job Title | Recruitment Sources ("RS") Used to Fill Vacancy | RS Referring Hiree |
|----------------------|---|--------------------|
| Marketing Consultant | 3, 4, 6 | 3 |

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12 month-period |
|-----------|---|---|---|
| 1. | All Access Attn: Joel Denver 28955 Pacific Coast Highway, Suite 210-5 Malibu, CA 90265 www.allaccess.com | No | 0 |
| 2. | Walk In | No | 0 |
| 3. | Station Website www.935sbg.com www.107thebone.fm | Yes | 2 |
| 4. | On Air Announcements WSBG and WVPO | Yes | 0 |
| 5. | Employee Referral | No | 0 |
| 6. | Station Employment Area Positions posted in an area where all employees can see them 22 South 6 th Street Stroudsburg, PA 18360 570-421-2100 | Yes | 0 |
| 7. | Northampton Area County College Attn: Career Services 3835 Green Pond Road Bethlehem, PA 28020 610-861-5344 | No | 0 |
| 8. | Lehigh County Community College Attn: Dawn Deilger 718 Hamilton Mall Allentown, PA 18101 | No | 0 |

| | | | |
|-----|---|----|---|
| 9. | Allentown Business School National Education Center Attn: Jennifer Neeb 1501 Lehigh Street Allentown, PA 18103 610-791-5100 | No | 0 |
| 10. | Hispanic American Organization 136 South 4 th Street Allentown, PA 28102 | No | 0 |
| 11. | PACAREERLINK State PA. US samjones@state.pa.us 610-250-1813 x 3012 | No | 0 |
| 12. | NAACP PO Box 9418 Allentown, PA 18105 510-797-1107 | No | 0 |
| 13. | Kutztown University Attn: Director of Career Services PO Box 730 Kutztown, PA 19530 610-683-4067 www.kutztown.edu/admin/careers. | No | 0 |
| 14. | Penn State Lehigh Valley Center Placement Center Debbie Swarner 8380 Mohr Lane Fogelsville, PA 18051 610-285-5000 | No | 0 |
| 15. | Connecticut Broadcasting School Attn: Mario Donahue 377 State Road 17 Penthouse Habrouck Heights, NJ 07604 1-800-TV-RADIO | No | 0 |
| 16. | Private Industry Council Attn: Joel Madtes 1601 Union Blvd. Allentown, PA 18103 (610) 437-5627 | No | 0 |
| 17. | Promotion from intern | No | 0 |
| 18. | Pocono Record Newspaper www.poconorecord.com 511 Lenox Street Stroudsburg, PA 18360 (570) 421-3000 | No | 0 |
| 19. | Internship | No | 0 |
| 20. | Craigslist.com | No | 0 |

III. RECRUITMENT INITIATIVES: Menu Option Initiatives

- 1) Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions
- 2) Hosting of at least one job fair.
- 3) Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities.
- 4) Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.
- 5) Establishment of an intern program designed to assist members of the community to acquire skills needed for broadcast employment
- 6) Participation in job banks, internet programs, and other programs designed to promote outreach generally
- 7) Participation in scholarship programs designed to assist students interest in pursuing a career in broadcasting
- 8) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions
- 9) Establishment of a mentoring program for station personnel
- 10) Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting
- 11) Sponsorship of at least two events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting
- 12) Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities
- 13) Provision of assistance to unaffiliated non-profit entities in the maintenance of websites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting.
- 14) Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination
- 15) Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions
- 16) Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|----|---|--|
| 1. | 5 | Nassau Broadcasting created an internship for college credit, program to engage local students in careers in broadcasting. Participating stations are WSBG, WVPO and WWYY. The internship program this year included 1 college student from Penn State University, 1 student from East Stroudsburg University. The students shadowed Nassau Broadcasting staff, working with them in the areas of music, music catalog, production and promotions. The interns also participated in attending stations events, prize inventory and preparation, running errands, ticket pick-up, getting prizes ready for remotes and appearances, |

| | | |
|----|----|---|
| | | and getting promo request paperwork to on-air DJ's. |
| 2. | 8 | Nassau Broadcasting provides training to current employees involved in the traffic and promotions department which enables them to gain specific skills needed for promotion |
| 3. | 16 | Nassau Broadcasting provides all contest winners, and any visitors of the stations the opportunity to tour the radio stations and talk with the staff. During this time, careers in broadcasting are discussed and visitors are educated about the broadcasting industry. The tour includes information about how the broadcasting industry strives to serve its local community. Visitors are asked to give their opinions as to what the hottest topics in the local community are. |
| 4. | 4 | Nassau Broadcasting participated in a Job Fair held at Pennsylvania Career link Monroe County on April 17, 2012. Anton Koury manned the booth and accepted resumes from job seekers in addition to discussing careers in broadcasting with participants. |
| 5. | 10 | Nassau Broadcasting participated in the Lehigh Valley Collegiate Career Expo, held at Lehigh Carbon Community College on February 13, 2013. Anton Koury and Zachary Dearie manned the booth, speaking to job seekers and potential interns, accepting applications and resumes. |
| 6. | 10 | Nassau Broadcasting participated in East Stroudsburg University's Career & Internship Fair held at East Stroudsburg University on February 19, 2013. Anton Koury spoke to job seekers and potential interns, answered questions, and accepted resumes and applications from job seekers. |
| 7. | 4 | Nassau Broadcasting participated in a Job Fair held at WVIA on March 25, 2013. Anton Koury manned the booth and accepted resumes from job seekers in addition to discussing careers in broadcasting with participants. |